



Republic of the Philippines
Department of Education
REGION IV-A CALABARZON





8 January 2024

Unnumbered Memorandum

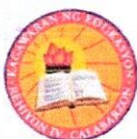
**ALTERNATIVE COURSES OF ACTION IN PLACE OF
HIRING OF LOCALLY FUNDED TEACHERS**

To : **MS. LERMA L. FLANDEZ, CESO VI**
Assistant Schools Division Superintendent
OIC-Office of the Schools Division Superintendent
Division of Antipolo City

1. Attached is the reply of the Office of the Undersecretary for Human Resource and Organizational Development relative to the request for approval of the hiring of locally funded teachers.
2. Attention is invited to paragraphs 2 and 3 on the reasons for the denial of the request.
3. Paragraph 4 states the recommended interim courses of action to augment the teacher shortage, as follows:
 - a. "The SDO to capacitate the excess teachers in the JHS to partially augment the teacher shortage in SHS; and
 - b. The SDO to redeploy the excess teachers to other schools to reduce the teacher needs in other schools."
4. In this regard, Officer-in-Charge, Office of the Schools Division Superintendent, Division of Antipolo City is hereby advised, to wit:
 - a. Implement immediately the recommended courses of action mentioned above;
 - b. Fast track the filling-up of all unfilled teaching items; and
 - c. Conduct teacher needs analysis.
5. For information, guidance and compliance.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director 

ROA1



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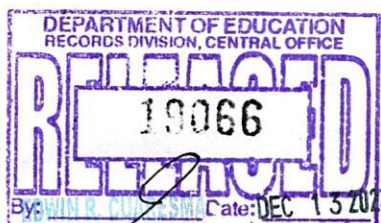


Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

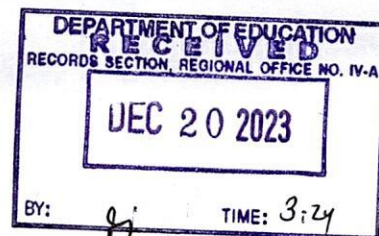
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



27 November 2023

ATTY. ALBERTO T. ESCOBARTE

Regional Director
DepEd Region IV-A



Dear **Director Escobarte**,

This has reference to your endorsement letter concerning the *request for the approval of the hiring of thirty (30) locally funded teachers in the Schools Division Office (SDO) of Antipolo City chargeable against the Special Education Fund (SEF).*

In this connection, the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) would like to inform you that based on the Department of Budget and Management's Government Manpower Information System (DBM-GMIS) as of 10 November 2023, SDO Antipolo City has **one hundred forty-six (146) unfilled teaching items** (listed below). The **filling up of these items will partly augment the teacher shortage in this SDO.**

POSITION TITLE	NO. OF UNFILLED ITEMS
Teacher III	12
Teacher II	66
Teacher I	52
Master Teacher I	3
Master Teacher II	6
Special Education Teacher I	5
Special Science Teacher I	2
TOTAL	146

Furthermore, based on the latest Teacher Requirement Analysis, it has been observed that there are excess of teachers in some schools in SDO Antipolo City as follows:

Level of Education	Excess	Shortage
Elementary/Kindergarten	153	62
Junior High School	197	23
Senior High School	1	168

Given the number of excess teachers, the request to hire locally funded teachers cannot be granted at this time. However, this Office recommends the following courses of action in the interim:


- The SDO to capacitate the excess teachers in the JHS to partially augment the teacher shortage in SHS; and
- The SDO to redeploy the excess teachers to other schools to reduce the teacher

needs in other schools.

For questions or clarifications, please contact **Jeric Francis C. Llanto** of BHROD-SED through this landline number **(02) 8633 - 5397** or email at **support.nspp@deped.gov.ph**.

For your reference and appropriate action.

Very truly yours,


WILFREDO E. CABRAL
Regional Director, Officer-in-Charge
Office of the Undersecretary
Human Resource and Organizational Development

Copy furnished:

LERMA A. FLANDEZ, OIC, Schools Division Superintendent, SDO Antipolo City

